

NATIONAL PROFILES FOR COMMUNITY NURSING

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* **New in October 2006**

** 'Nurse Team Manager (Community) profile has been revised in the light of recommendations made by the JEG Consistency Monitoring Group, when concerns were expressed that inappropriate matching had been taking place in some sites in respect of jobs that had little or no formal managerial (as opposed to supervisory) responsibility. Profile Group have moved the job statement relating to managerial responsibility to the forefront and deleted level 3 for the HR factor, which is now a level 4 only. It is recommended that sites revisit matched outcomes to this profile to ensure they are correct'.

Profile label:

Clinical Support Worker Nursing (Community)

Job Statement:

1. Undertakes personal care duties for patients in the community
2. Records patient information

Factor	Relevant job Information	JE Level
1.Communication & Relationship Skills	Provide and receive routine information requiring tact or persuasive skills; barriers to understanding Exchanges factual information with patients using persuasion, reassurance, tact, empathy; may overcome barriers to understanding e.g. patient has physical or mental disabilities	3 (a)
2.Knowledge, Training & Experience	Range of work procedures requiring job training Knowledge of personal care and related procedures, NVQ2 or equivalent experience	2
3.Analytical & Judgemental Skills	Judgements involving facts or situations, some requiring analysis Make judgements on patient's condition and take appropriate action	2
4.Planning & Organisational Skills	Organise own day to day work tasks or activities Plans own work activities	1
5.Physical Skills	Physical skills obtained through practice Hand eye co-ordination for using test equipment, manoeuvring wheelchairs, bathing patients using hoists, driving	2
6.Responsibility for Patient/Client Care	Provides personal care to patients/ clients Undertakes personal care duties e.g. bathing, toileting	3 (a)
7.Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Follows policies, may participate in discussions on proposed changes to procedures	1
8.Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ handle cash, valuables; safe use of equipment other than equipment used personally Careful use of equipment/ handles patients personal possessions/ ensure equipment used by patients e.g. hoists is safe and properly used	1/2 (a) (b)
9.Responsibility for Human Resources	Demonstrate own duties to new or less experienced employees Demonstrates own duties to new staff, agency staff	1
10.Responsibility for Information Resources	Record personally generated information Contributes to updating of patient records	1
11.Responsibility for Research & Development	Undertake surveys or audits as necessary to own work Occasionally participates in audits, surveys, research and development activities	1
12.Freedom to Act	Standard operating procedures, someone available for reference Acts on own initiative in delivering patient care in the community, supervision available	2
13.Physical Effort	Frequent moderate/ occasional intense effort for several short periods Turns, manoeuvres patients using aids/ bathes patients	3 (c)/4 (c)
14.Mental Effort	Frequent concentration, work pattern predictable Concentration is required when carrying out personal care procedures, driving, follows routine	2 (a)
15.Emotional Effort	Occasional/ frequent distressing or emotional circumstances Care of the terminally ill, chronically sick, disabled patients, patient deaths	2(a) 3 (a)
16.Working Conditions	Occasional/frequent highly unpleasant conditions Smell, noise, dust/ body fluids, faeces, vomit, emptying bed pans and urinals, catheter bags	3(b)- 4 (b)
JE Score/Band	JE Score: 186-212	Band 2

Profile Label:
Job Statement:

Nurse Associate Practitioner (Community)

1. Implements care for patients in the community and other settings; observes patient condition and reports to qualified nurse
2. Carries out nursing procedures e.g. re-catheterisation, re-dressing wounds, blood sugar levels, takes blood samples, administers injections

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Communicate complex or sensitive information, barriers to understanding Communicates condition related information to patients & relatives: provides empathy, reassurance	4(a)
2. Knowledge, Training & Experience	Range of procedures and practices , majority non-routine, theoretical knowledge to diploma level equivalent Knowledge of nursing procedures and practices; acquired through NVQ3 plus additional training to diploma level equivalent, or equivalent through short courses, experience	4
3. Analytical & Judgemental Skills	Facts or situations, some requiring analysis Skills for deciding e.g. whether to redress wound	2
4. Planning & Organisational Skills	Straightforward activities, some going Organises own workload, prioritises patient visits	2
5. Physical Skills	Highly developed physical skills, accuracy important, manipulation of fine tools Dexterity, co-ordination for taking blood samples	3(b)
6. Responsibility for Patient/Client Care	Implement programmes of care Implements nursing care programmes, including providing advice	4(a)
7. Responsibility for Policy/Service Development	Follow policies, may comment on proposals for change May comment on proposed changes to policies	1
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to resources; maintain stock control Safe use of equipment; orders supplies, equipment	1-2(c)
9. Responsibility for Human Resources	Demonstrate own duties May demonstrate own duties to less experienced staff	1
10. Responsibility for Information Resources	Record personally generated information Updates patient records	1
11. Responsibility for Research & Development	Occasionally undertakes R&D, clinical trials May participate in R&D, clinical trials	1
12. Freedom to Act	Standard operating procedures, someone available for reference Follows procedures and treatment plans, may work alone, supervision available.	2
13. Physical Effort	Occasional/frequent moderate/intense effort for several short periods Moving patients, lifting equipment	2(a)/ 3(c)/ 4(c)
14. Mental Effort	Frequent concentration, predictable pattern Concentration on patient treatment, care plans, works to schedule of visits	2(a)
15. Emotional Effort	Occasional, frequent exposure to distressing/highly distressing circumstances Supports patients requiring palliative care, families/ care of terminally ill	2-4 (b)
16. Working Conditions	Frequent highly unpleasant conditions Body fluids, wounds	4(b)
JE Score/Band	JE Score 278 – 310	Band 4

Profile Label: Nurse Associate Practitioner (Mental Health)

Job Statement:

1. Implements care for patients in range of mental health settings; observes and reports on patient/client condition
2. Carries out nursing care programmes e.g. encourages leisure and social activities, participates in therapeutic interventions, may administer injections

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Communicate complex or sensitive information, barriers to understanding Communicates condition related information to patients & relatives: provides empathy, reassurance	4(a)
2. Knowledge, Training & Experience	Range of procedures and practices, majority non-routine, theoretical knowledge to diploma level equivalent Knowledge of nursing procedures and practices; acquired through NVQ3 plus additional training to diploma level equivalent, or equivalent through short courses, experience	4
3. Analytical & Judgemental Skills	Facts or situations requiring analysis, comparison of range of options Assessment of client's ability to undertake activities, dealing with potential conflict of interest situations	3
4. Planning & Organisational Skills	Straightforward activities, some ongoing Organises own workload, services to support clients	2
5. Physical Skills	Skills obtained through practice/ developed skills, accuracy important, manipulation of objects or people; highly developed skills, accuracy important, manipulation of fine tools Driving skills, breakaway skills, intramuscular injections/ restraint; venepuncture	2-3(a) (b)
6. Responsibility for Patient/Client Care	Implement programmes of care; provide clinical advice Implements nursing care programmes; provides advice	4(a)(c)
7. Responsibility for Policy/Service Development	Follow policies, may comment on proposals for change May comment on proposed changes to policies	1
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to resources/ regularly handle cash; maintain stock control Safe use of equipment; administers client cash; orders supplies, equipment	1- 2(a)(c)
9. Responsibility for Human Resources	Demonstrate own duties May demonstrate own duties to less experienced staff	1
10. Responsibility for Information Resources	Record personally generated information Updates patient/client records	1
11. Responsibility for Research & Development	Occasionally undertakes R&D, clinical trials May participate in R&D, clinical trials	1
12. Freedom to Act	Standard operating procedures, someone available for reference Follows procedures and treatment plans, may work alone, supervision available.	2
13. Physical Effort	Occasional/frequent moderate effort for several short periods Participating in client activities; manoeuvring patients	2(a)/ 3(c)
14. Mental Effort	Frequent concentration, predictable pattern Concentration on patient treatment, care plans, works to schedule of visits	2(a)
15. Emotional Effort	Occasional, frequent exposure to highly distressing circumstances Severely challenging behaviour	3(b)- 4 (b)
16. Working Conditions	Frequent unpleasant conditions/ some exposure to hazards Body odours, verbal aggression; physical aggression	3(a)- 4(a)
JE Score/Band	JE Score 279 – 316	Band 4

Profile label:

Clinical Support Worker Higher Level Nursing (Community)

Job Statement:

1. Undertakes a range of delegated patient duties in the community
2. Records patient information

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive routine information requiring tact or persuasive skills; barriers to understanding Exchanges factual information with patients using persuasion, reassurance, tact, empathy; may overcome barriers to understanding, e.g. patient has physical or mental disabilities	3 (a)
2.Knowledge, Training & Experience	Range of work procedures and practices, base level of theoretical knowledge Knowledge of care and related procedures, clinical observations, NVQ3 or equivalent experience	3
3.Analytical & Judgemental Skills	Judgements involving facts or situations, some requiring analysis Assess patient's condition through basic test results, assess comfort of patients, instigate emergency procedures	2
4.Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans home visits	2
5.Physical Skills	Physical skills obtained through practice/ highly developed physical skills, accuracy important; manipulation of fine tools, materials Hand eye co-ordination required when using test equipment manipulating wheelchairs, driving/ takes bloods, carries out venepuncture	2/3 (b)
6.Responsibility for Patient/Client Care	Implement clinical care/ care packages Undertakes a range of range of clinical care duties, record patient observations, collect specimens	4 (a)
7.Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Follows policies, may participate in discussions on proposed changes to procedures	1
8.Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment/ handle cash, valuables/ safe use of equipment other than equipment used personally Careful use of equipment/ handles patients personal possessions; ensure equipment used by patients e.g. hoists is safe and properly used	1/2 (a)(b)
9.Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees Demonstrates duties to new starters, agency staff	1
10.Responsibility for Information Resources	Record personally generated observations Contributes to updating patient records	1
11.Responsibility for Research & Development	Undertake surveys or audits as necessary to own work Occasionally participates in audits, surveys, research and development activities	1
12.Freedom to Act	Standard operating procedures, some available for reference Acts on own initiative in delivering patient care in the community, supervision available	2
13.Physical Effort	Frequent moderate/ occasional intense effort for several short periods Manoeuvre patients using hoists and wheelchairs/ bathe patients	3 (c)/4 (c)
14.Mental Effort	Frequent concentration, work pattern predictable Concentration is required when carrying out clinical and personal care procedures, driving, follows routine	2 (a)
15.Emotional Effort	Occasional/ frequent distressing or emotional circumstances Care of the terminally ill, chronically sick or disabled patients	2(a) 3 (a)
16.Working Conditions	Occasional/frequent highly unpleasant conditions Smell, noise, dust/ body fluids, faeces, vomit, emptying bed pans and urinals, catheter bags	3 (b)/ 4 (b)
JE Score/Band	JE Score: 226-264	Band 3

Job Title:

Nursery Nurse (Community)

Job Statement:

1. Works with health visitors as part of multi-disciplinary team; assists with developmental reviews, child health clinics, group work activities
2. Undertakes home visits to provide support to parents & children; runs play programmes in clients' homes & at child-care facilities
3. Participates in child protection case conferences & case review meetings

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding Communicates childcare & child-related information; empathy & reassurance; language & learning disabilities barriers	4(a)
2. Knowledge, Training & Experience	Range of work procedures and practices, majority non-routine; intermediate level theoretical knowledge Professional childcare knowledge acquired through NNEB or equivalent plus short courses, experience	4
3. Analytical & Judgemental Skills	Judgements involving facts or situations, some of which require analysis Skills for analysing child related situation eg nutrition, breast feeding, sleep problems	2
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organises own workload, including home visits, parenting groups	2
5. Physical Skills	Physical skills obtained through practice Driving skills, co-ordination & dexterity for use of measuring & weighing equipment	2
6. Responsibility for Patient/Client Care	Implement clinical care/care packages; provides advice in relation to care Provides care; provides childcare advice to parents/ carers	4(a) (c)
7. Responsibility for Policy/Service Development	Follows policies in own role, may be required to comment Follows workplace policies	1
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources; maintains stock control Safe use of equipment; orders supplies, equipment, course materials	1-2(c)
9. Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees; day to day supervision, Professional/clinical supervision Supervises work of nursery nurse students	1- 2(a) (b)
10. Responsibility for Information Resources	Records personally generated information Updates client records	1
11. Responsibility for Research & Development	Undertakes surveys or audits as necessary to own work, occasionally participates in R & D Completes eg staff surveys	1
12. Freedom to Act	Standard operating procedures, someone available for reference Follows child protection & other procedures; supervision/advice available;	2
13. Physical Effort	Frequent moderate effort for several short periods Lifts equipment, babies, small children	3(c)
14. Mental Effort	Frequent concentration; work pattern predictable Daily concentration on clinics, parenting groups, home visits	2(a)
15. Emotional Effort	Frequent distressing or emotional circumstances, occasional highly distressing or emotional circumstances Child protection, family breakdown, mental health, behaviour problems	3(a) (b)
16. Working Conditions	Frequent highly unpleasant conditions Body fluids, vomit	4(b)
JE Score/Band	JE Score: 278-292	Band 4

Profile label:

Nurse (Schools)

Job Statement:

1. Carries out immunisation programmes for school age children
2. Undertakes health assessments, screening and any necessary follow-up action
3. Undertakes health education work with school age children

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding; persuasive, motivational, negotiating, training skills are required Communicates condition related information to children, parents & carers requiring empathy and reassurance	4(a)
2.Knowledge, Training & Experience	Expertise within a specialism, underpinned by theory Professional/clinical knowledge acquired through training to degree/diploma level	5
3.Analytical & Judgemental Skills	Range of facts or situations requiring analysis Skills for assessing child conditions	3
4.Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Plans immunisation & health education programmes	3
5.Physical Skills	Physical skills obtained through practice Driving, dexterity and co-ordination for immunisations	2
6.Responsibility for Patient/Client Care	Develop programmes of care/ care packages; provide specialised advice in relation to care Assesses health needs, develops care programmes; gives specialist advice to clients, parents and carers	5 (a) (c)
7.Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Contributes to discussions on service, policy development, provides comments on proposals	1
8.Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ maintain stock control Responsible for equipment used in course of duties/ orders immunisation supplies	1-2(c)
9.Responsibility for Human Resources	Demonstrates own duties to new or less experienced employees/ day to day supervision Demonstrates duties to/ supervises work of recently qualified School Nurses, nursing assistant(s), students	1-2 (a)
10.Responsibility for Information Resources	Record personally generated information Updates client records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertake R&D activity; clinical trials Occasionally participates in R&D activity/ undertakes R & D activity; clinical trials	1-2 (a) (b)
12.Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised Works within codes of practice & professional guidelines	3
13.Physical Effort	Frequent light effort for several short periods Walks, stands most of shift, pushes and pulls trolleys & commodes, kneels and crouches to dress wounds	2 (b)
14.Mental Effort	Frequent concentration, work pattern predictable Daily concentration on client assessment, immunisations	2 (a)
15.Emotional Effort	Occasional/frequent distressing or emotional situations; occasional highly distressing or emotional situations Imparts unwelcome news/ child abuse cases	2(a)-3 (a) (b)
16.Working Conditions	Occasional/ frequent unpleasant; occasional highly unpleasant conditions Body odours/ body fluids; lice	2 (a) 3(a) (b)
JE Score/Band	JE Score: 328-361	Band 5

Profile label
Job Statement:

Nurse (Learning Disabilities)

1. Assesses care needs, implements and monitors care plans, administers medication, provides advice for patients/clients with Learning Disabilities.
2. Carries out nursing procedures to support and care for clients with Learning Disability
3. Provides clinical supervision to other staff, students

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding Communicates with clients and relatives to explain clinical issues and daily living procedures, use of special communication techniques e.g. sign language for clients with communication difficulties.	4a
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional /clinical knowledge to degree/Diploma level or equivalent	5
3. Analytical & Judgmental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options. Assessment of client needs and condition	3
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans daily clinical provision and daily living skills for clients.	2
5. Physical Skills	Developed physical skills; manipulation of objects, people, narrow margins for error; highly developed physical skills, accuracy important; manipulation of fine tools, materials Formal restraint training; insertion of catheters, special feeding techniques	3(a)(b)
6. Responsibility for Patient/Client Care	Develop programmes of care/care packages; Provide specialised advice in relation to care Assesses patient needs and implements programmes of care; provides advice to clients, carers	5(a) (c)
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Professionally responsible for adherence to clinical policies and procedures	1
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources / handle cash, valuables; maintain stock control; authorised signatory, small payments Personal duty of care /handles patient valuables; orders supplies when necessary; signs agency time sheets	1/ 2(a) (c) (d)
9. Responsibility for Human Resources	Day to day co-ordination of staff; Professional /clinical supervision Day to day supervision, clinical supervision; allocates work to support staff & students	2(a) (b)
10. Responsibility for Information Resources	Record personally generated information Records personally generated observations and updates client records	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertake R&D activity; clinical trials Undertakes surveys or audits as necessary/ undertakes R&D; clinical trials	1 –2(a)
12. Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised Works within codes of practice & professional guidelines, manager is available for guidance if required	3
13. Physical Effort	Frequent sitting or standing in a restricted position / Frequent moderate effort for several short periods Walks, stands for most of shift/ Moving patients for treatment or personal care, use of hoists/ Manoeuvres patients without mechanical aides	2(a) - 3(c) – 4(b)
14. Mental Effort	Frequent concentration; work pattern predictable/ unpredictable Concentration for client assessment & observation, ward rounds, team discussions/ interruptions to attend client needs.	2 (a)-3(a)
15. Emotional Effort	Frequent distressing or emotional circumstances Deals with client anxieties, challenging behaviours from distressed clients	3(a)
16. Working Conditions	Frequent unpleasant, occasional/frequent highly unpleasant conditions Verbal aggression/ body fluids	3(a)(b)- 4(b)
JE Score/Band	JE Score 347 – 383	Band 5

Profile label
Job Statement:

Nurse Team Leader (Learning Disabilities)

1. Assesses care needs, implements and monitors care plans, administers medication, provides advice in specialist area for patients/clients with Learning Disabilities.
2. Forms a supportive relationship with Learning Disability clients to facilitate care
3. Initiates and promotes practice development
4. Supervises and allocates staff, co-ordination of staff duty rotas, clinical leadership; may manage staff in absence of team manager.

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding/ hostile, antagonistic or emotive atmosphere Communicates with clients and relatives to explain clinical issues & daily living procedures/ use of special communication techniques eg uses de-escalation techniques when dealing with clients with learning disabilities	4a-5c
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional knowledge to degree level or equivalent, plus diploma level training or equivalent in specialist area and experience	6
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options. Assessment of client need and condition, determines appropriate response when dealing with clients with learning disabilities.	4
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans daily clinical provision and training for clients on daily living skills, staff education and rostering.	2
5. Physical Skills	Developed physical skills, manipulation of objects, people, narrow margins for error; highly developed physical skills, accuracy important; manipulation of fine tools, materials Formal restraint training; insertion of catheters, special feeding techniques	3 (a)(b)
6. Responsibility for Patient/Client Care	Develop programmes of care/ care packages; provide specialised advice in relation to client care Assesses patient needs and implements programmes of care; provides advice to clients, carers	5(a)
7. Responsibility for Policy/Service Development	Implement policies and propose changes to practices, procedures for own area Implements, comments and proposes changes for policies for own work area	2
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/Handle cash, valuables; Maintain stock control Personal duty of care/Safekeeping of clients cash and valuables; Ordering and the safe storage of medications	1/2(a) (c)
9. Responsibility for Human Resources	Day to day co-ordination of staff; Professional /clinical supervision; Provide training in own discipline / Day to day management Day to day supervision, clinical supervision and practical training/ Day to day management	2abc – 3(a)
10. Responsibility for Information Resources	Record personally generated information Records personally generated observations and updates client records	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertakes R&D; clinical trials Undertakes surveys or audits as necessary / undertakes research, clinical trials, lead clinical audit in own area	1-2 (a) (b)
12. Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised/Broad occupational policy Work is managed, manager is available for guidance if required/Leads team	3/ 4
13. Physical Effort	Frequent sitting or standing in a restricted position / Frequent moderate effort for several short periods Walks, stands for most of shift/ Moving patients for treatment or personal care, use of hoists	2(a) - 3(c)
14. Mental Effort	Frequent concentration; work pattern predictable; /Frequent concentration; work pattern unpredictable Concentration for patient assessment & observation, ward rounds, team discussions; interruptions to attend client needs; deals with staff issues	2 (a)/3 (a)
15. Emotional Effort	Occasional/ frequent distressing or emotional circumstances Deals with client anxieties, challenging behaviours from distressed clients	2(a)-3(a)
16. Working Conditions	Frequent unpleasant, occasional highly unpleasant conditions Verbal aggression/ body fluids	3(a)(b))
JE Score/Band	JE Score 398 – 462	Band 6

Profile label
Job Statement:

Nurse Specialist (Learning Disabilities)

1. Assesses care needs, implements and monitors care plans, administers medication, provides advice in specialist area e.g. paediatrics, adolescents, adults for patients/clients with Learning Disabilities.
2. Forms a supportive relationship with Learning Disability clients to facilitate care
3. Initiates and promotes practice development
4. Provides clinical supervision to other staff, students

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding/ hostile, antagonistic or highly emotive atmosphere Communicates with clients and relatives to explain clinical issues and daily living procedures/ use of special communication techniques e.g. uses de-escalation techniques when dealing with clients who may be hostile, antagonistic	4a-5c
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional knowledge to degree level or equivalent, plus diploma level training or equivalent in specialist area and experience.	6
3. Analytical & Judgmental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options. Assessment of specialist client need and condition, determining appropriate response when dealing with clients with learning disabilities	4
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans daily clinical provision and daily living skills for clients	2
5. Physical Skills	Developed physical skills, manipulation of objects or people, narrow margins for error; highly developed physical skills, accuracy important; manipulation of fine tools, materials Formal restraint training; insertion of catheters, special feeding techniques	3(a)(b)
6. Responsibility for Patient/Client Care	Develop specialised programmes of care/ care packages Assesses patient needs and implements specialist programmes of care	6(a)
7. Responsibility for Policy/Service Development	Implement policies and propose changes to practices, procedures for own area Implements, comments and proposes changes for policies for own work area	2
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ Handle cash, valuables; Maintain stock control Personal duty of care/Safekeeping of clients cash and valuables; Ordering and the safe storage of medications	1 - 2(a) (c)
9. Responsibility for Human Resources	Day to day supervision, co-ordination of staff; Professional /clinical supervision Day to day supervision, allocates work to support staff & students; clinical supervision.	2(a) (b)
10. Responsibility for Information Resources	Record personally generated information Records personally generated observations and updates client records	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work Undertakes surveys or audits as necessary	1
12. Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised/Broad occupational policies Work is managed, manager is available for guidance if required/Lead specialist for own area	3/4
13. Physical Effort	Frequent sitting or standing in a restricted position / Frequent moderate effort for several short periods Walks, stands for most of shift/ Moving patients for treatment or personal care, use of hoists	2(a) - 3(c)
14. Mental Effort	Frequent concentration; work pattern predictable; Occasional concentration; work pattern unpredictable Concentration for patient assessment & observation, ward rounds, team discussions; Occasional interruptions to attend client needs.	2 (a)-3(a)
15. Emotional Effort	Occasional/ frequent distressing or emotional circumstances Deals with client anxieties, challenging behaviours from distressed clients	2(a)-3(a)
16. Working Conditions	Frequent unpleasant, occasional/frequent highly unpleasant conditions Verbal aggression/ body fluids	3(a)(b)-4(b)
JE Score/Band	JE Score 407 – 461	Band 6

Profile Label:

Nurse (Community)

Current Job Titles:

Community Staff Nurse, Staff Nurse (Community)

Job Statement:

1. Assesses patients, plans, implements care in the community, provides advice; maintains associated records
2. Carries out nursing procedures
3. May provide clinical supervision to other staff, students

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide & receive complex, sensitive information; barriers to understanding Communicates sensitive information concerning patient's medical condition, requires persuasive, reassurance skills; some patients have special needs/learning disabilities	4 (a)
2.Knowledge, Training & Experience	Expertise within a discipline, underpinned by theory Professional/clinical knowledge acquired through training to degree/diploma level	5
3.Analytical & Judgemental Skills	Range of facts or situations requiring analysis, comparison of range of options Judgements on problems requiring investigation, analysis e.g. assessment of patient condition, wound care	3
4.Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organises own time, may organise that of junior staff and learners	2
5.Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures	3(b)
6.Responsibility for Patient/Client Care	Develop programmes of care, care packages Assesses, plans, implements & evaluates clinical care of patients/ clients	5(a)
7.Responsibility for Policy/Service Development	Follows policies in own role, may be required to comment Follows policies, makes comments on proposals for change	1
8.Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources / maintain stock control; authorised signatory, small payments Personal duty of care / orders supplies when necessary; signs agency time sheets	1-2(c) (d)
9.Responsibility for Human Resources	Demonstrates own activities to new or less experienced employees/ day to day supervision; professional/ clinical supervision Demonstrates own duties to new starters/ supervises work of other staff, clinical support workers, students	1- 2(a) (b)
10.Responsibility for Information Resources	Record personally generated information Maintains patient/ client records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertake R&D activity; clinical trials Undertakes R&D activity, clinical trials	1-2(a) (b)
12.Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised Works within codes of practice and professional guidelines	3
13.Physical Effort	Frequent sitting or standing in a restricted position/ frequent moderate/ occasional intense effort for several short periods Kneels and crouches to dress wounds / manoeuvres patients/ lifts equipment, bathe patients	2(a)/ 3(c)/ 4(c)
14.Mental Effort	Frequent concentration, work pattern predictable Concentration on patient treatment, care plans, works to schedule of visits	2(a)
15.Emotional Effort	Occasional/ frequent distressing / highly distressing or emotional circumstances Deals with distressed relatives, care of terminally ill/ deals with consequences of terminal illness	2- 3(a)(b)- 4 (b)
16.Working Conditions	Frequent unpleasant conditions; occasional/frequent highly unpleasant conditions Smell, noise, dust/ body fluids, faeces, vomit, emptying bed pans and urinals, catheter bags	3(a) (b) - 4(b)
JE Score/Band	JE Score: 333-385	Band 5

Profile label:

Nurse (GP Practice)

Job Statement:

1. Delivers nursing care, including running clinics
2. Provides health promotion advice
3. Carries out immunisations and smear tests

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive complex and sensitive information; barriers to understanding; persuasive, motivational, negotiating, training skills are required Communicates sensitive condition related information to patients, relatives, requiring empathy, reassurance	4(a)
2.Knowledge, Training & Experience	Expertise within a specialism underpinned by theory Professional knowledge acquired through training to degree/ diploma level	5
3.Analytical & Judgemental Skills	Range of facts or situations, requiring analysis Judgements on problems requiring investigation, analysis e.g. assessment of patient condition	3
4.Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organise clinics	2
5.Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity and accuracy required for e.g. Intravenous injections, syringe pumps and infusions	3(b)
6.Responsibility for Patient/Client Care	Develops programmes of care, care packages Assesses, plans, implements & evaluates clinical care of patients	5(a)
7.Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Professionally responsible for adherence to policies and procedures	1
8.Responsibility for Financial & Physical Resources	Maintain stock control Responsible for ordering supplies	2(c)
9.Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees / professional/ clinical supervision Demonstrate own duties/ supervise students	1-2(b)
10.Responsibility for Information Resources	Record personally generated information Updates client records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work; regularly undertake R & D activity; clinical trials Occasionally participates in R&D activity /undertakes R & D activity; clinical trials	1-2 (a) (b)
12.Freedom to Act	Clearly defined occupational procedures, someone available close by Works within codes of practice & professional guidelines	3
13.Physical Effort	Combination of sitting, standing, walking/ frequent light effort for several short periods Light physical effort/ Push lightweight trolleys	1-2 (b)
14.Mental Effort	Frequent concentration, work pattern predictable Concentration for implementing care plans, taking smear tests, analysing ECG printout	2 (a)
15.Emotional Effort	Occasional / frequent distressing or emotional circumstances Care of the terminally ill, care of distressed patients	2(a)-3 (a)
16.Working Conditions	Frequent unpleasant conditions; occasional /frequent highly unpleasant conditions Body odours/ Body fluids, infectious material	3 (a)/ 3 (b)/ 4 (b)
JE Score/Band	JE Score: 336-367	Band 5

Profile Label:

Nurse Specialist (Community)

Current Job Titles:

District Nursing Sister, District Nurse

Job Statement:

1. Assesses patients, plans & implements care in the community; provides advice to patients/clients; maintains associated records
2. Carries out nursing procedures
3. Co-ordinates nursing team workloads

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide & receive complex, sensitive information; barriers to understanding Communicates sensitive information concerning patient's condition, requires persuasive, reassurance skills; some patients have special needs, learning disabilities	4 (a)
2.Knowledge, Training & Experience	Specialist knowledge across range of procedures, underpinned by theory Professional knowledge acquired through degree supplemented by diploma level specialist training, experience, short courses	6
3.Analytical & Judgemental Skills	Complex facts or situations requiring comparison of range of options Skills for assessing & interpreting acute & other patient/ client conditions, appropriate action	4
4.Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organises workload, staff meeting, rotas	2
5.Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures	3(b)
6.Responsibility for Patient/Client Care	Develop programmes of care, care packages Assesses, develops & implements nursing care programmes in the community	5(a)
7.Responsibility for Policy/Service Development	Follows policies in own role, may be required to comment/ implement policies and propose to changes to practices, procedures for own area Follows policies, makes comments on proposals for change/ contributes to development of community protocols	1-2
8.Responsibility for Financial & Physical Resources	Maintain stock control; authorised signatory, small payments Orders incontinence & other supplies; signs travel claims	2(c) (d)
9.Responsibility for Human Resources	Day to day supervision; clinical/ professional supervision/ day to day management Provides clinical supervision to other staff, students/ day to day management of team	2(a)(b)- 3(a)
10.Responsibility for Information Resources	Records personally generated information Maintains patient/client records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertakes R&D activity; clinical trials Undertakes R&D activity, clinical trials	1-2 (a)(b)
12.Freedom to Act	Broad occupational policies Accountable for own professional actions, not directly supervised, manages caseload in the community	4
13.Physical Effort	Frequent sitting or standing in a restricted position /frequent moderate/ occasional intense effort for several short periods Kneels and crouches to dress wounds / manoeuvres patients/ lifts equipment, bathe patients	2(a)/ 3(c)/ 4(c)
14.Mental Effort	Frequent concentration, work pattern predictable Concentration on patient treatment, care plans, works to schedule of visits	2(a)
15.Emotional Effort	Occasional/ frequent distressing / highly distressing or emotional circumstances Deals with distressed relatives, care of terminally ill/ deals with consequences of terminal illness	2-3(a) (b)-4(b)
16.Working Conditions	Frequent unpleasant, occasional/frequent highly unpleasant conditions Smell, noise, dust/ body fluids, faeces, vomit, emptying bed pans and urinals, catheter bags	3(a) (b)-4(b)
JE Score/Band	JE Score: 409-463	Band 6

Profile label:

Nurse Specialist (Special Schools)

Job Statement:

1. Assesses, develops and implements programmes of care for children with special needs in special schools
2. Undertakes health assessments, screening and any necessary follow-up action

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive complex information; barriers to understanding; persuasive, motivational, negotiating, training skills are required Communicates condition related information to children with disabilities, parents & carers	4(a)
2.Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional knowledge acquired through degree/ diploma supplemented by post graduate diploma level specialist training, experience, short courses	6
3.Analytical & Judgemental Skills	Complex facts or situations requiring comparison of a range of options Skills for assessing child conditions, including care for children with special needs	4
4.Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans care for client group	2
5.Physical Skills	Physical skills obtained through practice/ highly developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity, co-ordination for driving, immunisation/ dexterity and accuracy for e.g. taking bloods	2- 3(b)
6.Responsibility for Patient/Client Care	Develops programmes of care, care packages; provide specialist advice in relation to care/ develop specialised programmes of care, care packages Assesses health needs, develops care programmes; gives specialist advice to clients, parents, carers / develops special care programmes for children with special needs	5(a)(c) -8(a)
7.Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment/ implement policies and propose changes to practices, procedures for own area Provides comments on proposals/ contributes to policy development	1-2
8.Responsibility for Financial & Physical Resources	Maintain stock control Orders supplies	2(c)
9.Responsibility for Human Resources	Day to day supervision Supervises work of recently qualified School Nurses, nursing assistant(s), nursery nurses, students	2(a)
10.Responsibility for Information Resources	Records personally generated information Updates clients records	1
11.Responsibility for Research & Development	Undertake surveys or audits as necessary to own work/ regularly undertake R&D activity May participate in research studies/ undertakes R & D activity	1-2(a)
12.Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised Accountable for own professional actions, not directly supervised	3
13.Physical Effort	Frequent moderate/ occasional intense effort for several short periods Moves children with disabilities/ severe disabilities	3(c)- 4(c)
14.Mental Effort	Frequent concentration, work pattern unpredictable Concentration on client assessments; interruptions to deal with client incidents	3(a)
15.Emotional Effort	Frequent distressing; occasional/ frequent highly distressing or emotional circumstances Works with children with disabilities/ challenging behaviour; deaths & serious illness	3(a)(b) -4(b)
16.Working Conditions	Frequent highly unpleasant conditions Body fluids	4(b)
JE Score/Band	JE Score 409-457	Band 6

Profile label:

Nurse Specialist (GP Practice)

Job Statement:

1. Delivers nursing care, including running specialist clinics
2. Provides Health Education
3. Carries out immunisations and smear tests

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive complex and sensitive information; barriers to understanding; persuasive, motivational, negotiating, training skills required Communicates sensitive condition related information to patients, relatives, requiring empathy, reassurance	4(a)
2.Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional knowledge acquired through degree/ diploma, supplemented by diploma level specialist training, experience, short courses	6
3.Analytical & Judgemental Skills	Complex facts or situations requiring comparison of a range of options Skills for assessing and interpreting specialist clinical conditions	4
4.Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organises clinics	2
5.Physical Skills	Developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity and accuracy required for e.g. Intravenous injections, syringe pumps and infusion pumps	3(b)
6.Responsibility for Patient/Client Care	Develop programmes of care/ care packages; provide specialist advice concerning care Assesses, plans, implements & evaluates clinical care of patients; provides advice on specialist conditions e.g. diabetes	5(a) (c)
7.Responsibility for Policy/Service Development	Implement policies and propose changes to practices, procedures for own area Implements clinical policies; readjusts protocols to meet need	2
8.Responsibility for Financial & Physical Resources	Maintain security of stock Orders supplies	2(c)
9.Responsibility for Human Resources	Professional/ clinical supervision Supervises students	2(b)
10.Responsibility for Information Resources	Record personally generated information Updates client records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertake R & D activity/ clinical trials Occasionally participates in R&D activity /undertakes R & D activity; clinical trials	1- 2(a)/2 p(b)
12.Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised/ broad occupational polices Accountable for own professional actions, not directly supervised/lead specialist	3-4
13.Physical Effort	Combination of sitting, standing, walking/ frequent light effort for several short periods Light physical effort/ Push lightweight trolleys	1-2(b)
14.Mental Effort	Frequent concentration, work pattern predictable Concentration for implementing care plans, taking tests	2(a)
15.Emotional Effort	Occasional/ frequent distressing or emotional circumstances Care of the terminally ill; care of distressed patients	2(a)- 3(a)
16.Working Conditions	Frequent unpleasant conditions; occasional/ frequent highly unpleasant conditions Body odours/ body fluids, infectious material	3(a)(b) 4(b)
JE Score/Band	JE Score: 401-436	Band 6

Profile Label :

Nurse Specialist Mental Health (Community)

Current Job Title:

Community Psychiatric Nurse (CPN)

Job Statement:

1. Assesses Mental Health patients; plans, implements care, provides specialised advice in the community; maintains associated records
2. Liaises with other agencies in planning and assessing programmes of care

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive complex, sensitive or contentious information; hostile, antagonistic or highly emotive atmosphere Communicates sensitive condition related information to clients with mental health problems, where clients may be hostile & antagonistic	5c
2.Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional knowledge acquired through degree plus relevant experience for working in the community	6
3.Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Skills for assessing & interpreting mental health patient/client conditions, appropriate action	4
4.Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Co-ordinates multi-agency activities	3
5.Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity and accuracy required for e.g. injections, taking blood and infusions	3(b)
6.Responsibility for Patient/Client Care	Develop programmes of care, care packages; provide specialised advice in relation to care Assesses health needs, develops programmes of care for mental health patients; advises patients and carers	5(a)(c)
7.Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment/ implement policies and propose changes to practices, procedures for own area Follows policies may comment on proposals for change/ proposes changes to community mental health service protocols	1-2
8.Responsibility for Financial & Physical Resources	Personal duty of care in equipment to equipment, resources/ authorised signatory, small payments Careful use of equipment / authorises small payments to clients	1-2(d)
9.Responsibility for Human Resources	Professional/ clinical supervision Clinical supervision of junior staff and students	2(b)
10.Responsibility for Information Resources	Record personally generated information Updates patient client records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertake R&D activity; clinical trials Undertakes surveys, audits; clinical trials; various R&D studies	1-2(a), 2(b)
12.Freedom to Act	Broad occupational policies Accountable for own actions, not directly supervised, manages a caseload in the community	4
13.Physical Effort	Combination of sitting, standing, walking Occasional light lifting	1'
14.Mental Effort	Frequent concentration, work pattern is predictable/ unpredictable Concentration on patient/client treatment/ dealing with patient crises	2(a)- 3(a)
15.Emotional Effort	Frequent distressing or emotional circumstances; occasional / frequent highly distressing or emotional circumstances Imparts unwelcome news; severely challenging behaviour, crisis intervention.	3(a)(b) - 4(b)
16.Working Conditions	Frequent unpleasant / occasional highly unpleasant conditions Verbal aggression; body fluids	3(a)(b)
JE Score/Band	JE Score: 430- 463	Band 6

Profile label:

Nurse Specialist (Schools)

Job Statement:

1. Carries out immunisation programmes for school age children
2. Undertakes specialist health assessments and screening and any necessary follow-up action
3. Undertakes health education work with school age children
4. Participates in child protection investigations and attends case conferences

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive complex information; barriers to understanding; persuasive, motivational, negotiating, training skills are required Communicates condition related information to children, parents & carers	4(a)
2.Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional knowledge acquired through degree/ diploma supplemented by post graduate diploma level specialist training, experience, short courses	6
3.Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Skills for assessing complex need of clients, including child protection issues	4
4.Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Plans immunisation & health education programmes	3
5.Physical Skills	Physical skills obtained through practice/ highly developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity co-ordination for driving, immunisation/ dexterity and accuracy required for e.g. taking bloods	2-3(b)
6.Responsibility for Patient/Client Care	Develop programmes of care, care packages; provide specialised advice in relation to care Assesses, develops & implements specialist nursing care programmes; advice to patients, relatives, carers	5(a)(c)
7.Responsibility for Policy/Service Development	Implement policies and proposes changes to practices, procedures for own area Contributes to development of specialist protocols	2
8.Responsibility for Financial & Physical Resources	Maintain stock control Orders specialist supplies	2(c)
9.Responsibility for Human Resources	Day to day supervision; provide training in own discipline Supervises work of recently qualified School Nurses, nursing assistant(s), students; provides training to teachers, school staff	2(a)(c)
10.Responsibility for Information Resources	Record personally generated information Updates client records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertake R&D activity; clinical trials May participate in/ undertake in R&D activity, clinical trials	1-2(a)(b)
12.Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised Accountable for own professional actions, not directly supervised	3
13.Physical Effort	Frequent light effort for several short periods Walks, stands most of shift, pushes and pulls trolleys & commodes; kneels and crouches to dress wounds	2(b)
14.Mental Effort	Frequent concentration, work pattern predictable Concentration on client assessment, immunisations	2(a)
15.Emotional Effort	Occasional/ frequent distressing situations/ occasional highly distressing or emotional circumstances Imparts unwelcome news/ child abuse cases	2(a) - 3(a)(b)
16.Working Conditions	Occasional / frequent unpleasant; occasional highly unpleasant conditions Body odours/ body fluids, lice	2(a)-3(a)(b)
JE Score/Band	JE Score 400-431	Band 6

Profile label:

Nurse Team Manager (Schools)

Job Statement:

1. Provides leadership & line management to a team of school nurses
2. Provides school age children and their families with a service which promotes their physical, mental and emotional health
3. Carries a caseload of children, families, carers

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive complex & sensitive information; barriers to understanding; persuasive, motivational, negotiating, training skills are required Communicates condition related information to children, parents & carers	4(a)
2.Knowledge, Training & Experience	Specialist knowledge over range of procedures underpinned by theory Professional knowledge acquired through degree/ diploma supplemented by post graduate diploma level specialist training, experience, short courses	6
3.Analytical & Judgemental Skills	Complex facts or situations requiring comparison of a range of options Skills for assessing complex need of clients, including child protection issues	4
4.Planning & Organisational Skills	Plan & organise complex activities or programmes, requiring formulation, adjustment Plans immunisation campaigns and other activities e.g. teenage pregnancy strategy	3
5.Physical Skills	Highly developed physical skills, accuracy important, manipulation of fine tools, materials Dexterity and accuracy for giving e.g. giving intravenous injections, taking bloods	3(b)
6.Responsibility for Patient/Client Care	Accountable for the direct delivery of sub-division of a clinical, clinical technical or social care service Manages the school nursing service for a geographical area	6(d)
7.Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area Develops protocols for school nursing; policy changes impact on other services	3
8.Responsibility for Financial & Physical Resources	Authorised signatory; hold delegated budget / budget holder for department/service Authorises payments for supplies & expenses; manages budget for service for area/ holds budget for school nursing service	3(a)(d) - 4(a)
9.Responsibility for Human Resources	Line manager for single function or department Manages team of school nurses, including discipline, sickness absence, career development, appraisals, recruitment	4(a)
10.Responsibility for Information Resources	Record personally generated information Updates client records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertakes R & D activity; clinical trials May participate in/ undertakes R&D activity; clinical trials	1/2(a) (b)
12.Freedom to Act	Broad occupational policies Interprets policy for a team of nurses in the community	4
13.Physical Effort	Combination of sitting, standing, walking/ frequent light effort for several short periods Walks, stands most of shift, pushes and pulls trolleys & commodes, kneels and crouches to dress wounds	1/2(b)
14.Mental Effort	Frequent concentration, work pattern unpredictable Concentration during assessments, report writing and driving to and from sites; deals with urgent issues	3(a)
15.Emotional Effort	Occasional/frequent distressing; occasional highly distressing or emotional circumstances Imparts unwelcome news/ child abuse cases	2(a)3 (a)(b)
16.Working Conditions	Occasional unpleasant conditions Body odours, verbal aggression	2(a)
JE Score/Band	JE Score: 471-500	Band 7

Profile label:

Nurse Team Manager (Mental Health, Community)

Job Statement:

1. Liaises with other agencies in planning and assessing programmes of care
2. Assesses Mental Health patients; plans, implements care; provides specialist advice in the community; maintains associated records
3. Manages a team of community psychiatric nurses in a geographical area.

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive complex , sensitive or contentious information; hostile, antagonistic or highly emotive atmosphere Community sensitive condition related information to clients with mental health problems, where clients may be hostile & antagonistic	5c
2.Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional knowledge acquired through degree plus relevant experience for working in the community	6
3.Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison range of options Skills for assessing patient needs and analysis of issues	4
4.Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Co-ordinates multi-agency activities, organises workload of a community psychiatric team	3
5.Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity and accuracy required for e.g. injections, taking blood and infusions	3(b)
6.Responsibility for Patient/Client Care	Accountable for direct delivery of sub-division of a clinical, clinical technical or social care service Responsibility for delivery of a Community Psychiatric Nurse service for a geographical area	6(d)
7.Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area Responsible for policies for area, impact on other community and voluntary services	3
8.Responsibility for Financial & Physical Resources	Authorised signatory; hold delegated budget Authorises payments for supplies and expenses; manages budget for service for area	3(a)(d)
9.Responsibility for Human Resources	Day to day management; allocate, place and supervise staff or students/ line manager for single function or department Manages CPN's ; organises student placements; line manager for community psychiatric nursing team	3(a)(b) - 4
10.Responsibility for Information Resources	Record personally generated information Updates client records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertake R&D activity; clinical trials Undertakes surveys, audits/clinical trials; various R&D studies	1-2(a), 2b
12.Freedom to Act	Broad occupational policies Manages a team of nurses in the community	4
13.Physical Effort	Combination of sitting, standing, walking Occasional light lifting	1
14.Mental Effort	Frequent concentration, work pattern predictable/ unpredictable Concentration on patient/client treatment/ dealing with patient crises	2a-3a
15.Emotional Effort	Frequent distressing or emotional circumstances; occasional highly distressing or emotional circumstances Imparts unwelcome news, severely challenging behaviour, crisis intervention.	3(a)(b)
16.Working Conditions	Frequent unpleasant; occasional highly unpleasant conditions Verbal aggression; body fluids	3(a)(b)
JE Score/Band	JE Score: 480-503	Band 7

Profile label

Job Statement:

Nurse Team Manager (Learning Disabilities)

1. Leads nursing services for patients with learning disabilities, collaborates with social services, educational, & voluntary sector staff
2. Assesses specialist care needs, implements and monitors care plans, administers medication, provides specialist advice.
3. Leads practice development and trains learning disability staff, patients and carers.
4. Manages team resources and staff.

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information, barriers to understanding/ hostile, antagonistic or highly emotive atmosphere Communicates sensitive information with patients, carers & relatives to explain and discuss clinical issues and treatments/ uses de-escalation techniques for dealing with clients with learning disabilities who may be hostile or antagonistic	4a – 5c
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional knowledge to degree level or equivalent plus training and experience in clinical leadership & management to diploma level equivalent	6
3. Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation, comparison of range of options Assessment of patient needs and condition, determines appropriate response when dealing with clients with learning disabilities, staffing issues	4
4. Planning & Organisational Skills	Plan and organise complex activities, programmes, requiring formulation, adjustment Plans delivery of specialist nursing care, allocation and deployment of staff, co-ordinates multi agency activities	3
5. Physical Skills	Developed physical skills, manipulation of objects or people, narrow margins for error; highly developed physical skills, accuracy important; manipulation of fine tools, materials Formal restraint training; insertion of catheters, special feeding techniques	3(a)(b)
6. Responsibility for Patient/Client Care	Develop programmes of care/care packages/Develop specialised programmes of care/ care packages Assesses patient needs, implements care programmes/ implements specialist programmes of care for learning disabilities	5 (a)/6(a)
7. Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area Participates in working groups to develop new policies for learning disability services which impact beyond own work area	3
8. Responsibility for Financial & Physical Resources	Authorised signatory; hold delegated budget/ budget holder for department, service Authorises overtime for nursing and support staff; holds delegated budget/ holds budget	3(a) (d) - 4(a)
9. Responsibility for Human Resources	Day to day management / Line manager for single function or department Manages Learning Disability staff / Line manager	3(a) – 4(a)
10. Responsibility for Information Resources	Record personally generated information Records personally generated observations and updates client records	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertakes R&D; clinical trials Undertakes surveys or audits as necessary / undertakes research, clinical trials, lead clinical audit in own area	1-2 (a) (b)
12. Freedom to Act	Broad occupational policies Accountable for own professional action; leads in own area	4
13. Physical Effort	Occasional moderate effort for several short periods Occasional manoeuvring patients for treatment or personal care	2(d)
14. Mental Effort	Frequent concentration; work pattern unpredictable Concentration for patient assessment and observation, interruptions to deal with staff issues	3 (a)
15. Emotional Effort	Frequent distressing or emotional circumstances Deals with client anxieties, challenging behaviours from distressed clients	3(a)
16. Working Conditions	Frequent unpleasant, occasional/frequent highly unpleasant conditions Verbal aggression/ body fluids	3(a)(b)- 4(b)
JE Score/Band	JE Score 467 – 524	Band 7

PROFILE LABEL:
JOB STATEMENT:

NURSE ADVANCED (SCHOOLS)

1. Develops, plans and implements specialised programmes of health and education for school age children, e.g. sex education, health promotion.
2. Provides advice in specialist area to teachers and other field workers
3. Contributes to the development of policies in the specialist area
4. Undertakes research in specialist area

Factor	Relevant Job Information	JE Level
1. Communication & Relationship skills	Provide and receive complex information; barriers to understanding; persuasive, motivational, negotiating, training skills are required/ present complex, sensitive information to large group Communicates condition related information to children, parents & carers/ presentations to groups on sensitive issues	4(a)-5(b)
2. Knowledge, Training & Experience	Highly developed specialist knowledge across range of procedures underpinned by theory and practice Professional knowledge acquired through degree/ diploma supplemented by post graduate diploma specialist training, experience, short courses plus further specialist training to master's equivalent level	7
3. Analytical & Judgement skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Skills for development of specialised programmes	4
4. Planning & Organisational skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Plans specialised health education programmes; co-ordinates multi-disciplinary group in specialist area	3
5. Physical Skills	Physical skills obtained through practice Dexterity co-ordination for driving, immunisation	2
6. Responsibility for Patient/client care	Develop specialised programmes of care, care packages; provide highly specialised advice in relation to care Develops, plans, implements specialised health and education programmes; advice to school age children, teachers, carers	6(a)(c)
7. Responsibility for Policy/Service development	Implement policies and proposes changes to practices, impact beyond own area Contributes to development of specialist protocols with impact on other disciplines	3
8. Responsibility for financial and physical resources	Maintain stock control Orders specialist supplies	2(c)
9. Responsibility for Human Resources	Clinical supervision; provide training in own discipline/ provide specialist training Supervises School Nurses and other students, trainees; provides training to teachers, school staff/ provides specialist training to teachers, school nurses	2(b)(c)-3(c)
10. Responsibility for Information Resources	Record personally generated information Updates client records	1
11. Responsibility for Research & Development	Regularly undertake R&D activity; clinical trials Undertakes R&D activity, carries out specialist surveys, clinical trials	2(a)(b)
12. Freedom to act	Broad occupational policies Accountable for own professional actions; lead specialist	4
13. Physical effort	Occasional light effort for several short periods Some lifting e.g. training equipment	1
14. Mental effort	Frequent concentration, work pattern predictable Concentration on reports, meetings, data analysis	2(a)
15. Emotional effort	Occasional/frequent distressing situations Challenging behaviour from school pupils, teenage pregnancies	2(a)-3(a)
16. Working conditions	Occasional/frequent unpleasant; occasional highly unpleasant conditions Verbal aggression; lice, body fluids	2(a)-3(a) (b)
JE Score/Band	JE Score 472-506	Band 7

Profile Label:
Current Job Titles:
Job Statement:

Nurse Team Manager (Community)
District Nursing Sister (Team Manager)

1. Manages team of community nurse specialists and other staff covering a geographical area, including recruitment, appraisal
2. Assesses patients, plans & implements care; maintains associated records
3. Carries out nursing procedures

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	<i>Provide & receive complex, sensitive information; barriers to understanding</i> Communicates sensitive information concerning patient's medical condition, requires persuasive, reassurance skills; some patients have special needs/learning disabilities	4 (a)
2. Knowledge, Training & Experience	1.1 Specialist knowledge across range of procedures underpinned by theory Professional knowledge acquired through degree supplemented by diploma level specialist training, experience, short courses	6
3. Analytical & Judgemental Skills	1.2 Complex facts & situations requiring analysis, interpretation, comparison of range of options Skills for assessing & interpreting acute & other patient, client conditions, appropriate action	4
4. Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Organises team workload, staff meetings, rotas, adjusts as necessary; co-ordinates activities with other professionals & agencies	3
5. Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures	3(b)
6. Responsibility for Patient/Client Care	1.3 Accountable for direct delivery of a sub-division of a clinical, clinical technical or social care service Responsible for delivery of district nursing service for a geographical area	6(d)
7. Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area Responsible for policies for area, impact on other services	3
8. Responsibility for Financial & Physical Resources	Authorised signatory; hold delegated budget Authorises payments for supplies & expenses; manages budget for service for area	3(a) (d)
9. Responsibility for Human Resources	2. Line manager for a single function or department Line manager for team	4(a)
10. Responsibility for Information Resources	Record personally generated information Maintains patient/ client records	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertake R&D activity; clinical trials Undertakes R&D activity, clinical trials	1-2 (a) (b)
12. Freedom to Act	2.1 Broad occupational policies Manages a team of nurses in the community	4
13. Physical Effort	Occasional moderate effort for several short periods Manoeuvres patients, moves equipment	2(d)
14. Mental Effort	Frequent concentration, work pattern unpredictable Concentration on patient assessments, scheduling team workload, deals with urgent issues	3(a)
15. Emotional Effort	Occasional exposure to distressing or emotional circumstances Cares for terminally ill patients	2(a)
16. Working Conditions	Occasional/ frequent highly unpleasant conditions Body fluids	3(b)- 4(b)
JE Score/Band	JE Score: 480-493	Band 7

Profile Label: Modern Matron Community

- Job Statement:**
1. Manages and provides leadership for managers, specialist nurses/midwives and other staff in a primary care setting
 2. Ensures patient/client/carer involvement in development of services and promotes better health, social care and medicines management
 3. Provides specialist education and training to other staff
 4. Maintains compliance with, and development of, policies, procedures and guidelines, including case management; co-ordinates care in a community setting

Factor	Relevant Job Information	JE Level	JE Score
1. Communication & Relationship skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding; present complex, sensitive or contentious information to large groups Communicates service-related information to senior managers, staff, patients, carers, external agencies: requires negotiating, persuasive, motivational, reassurance skills; gives formal presentations	5(a) (b)	45
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Professional knowledge acquired through degree/diploma supplemented by knowledge of community care management acquired through specialist training, or equivalent community experience, short courses to master's level equivalent	7	196
3. Analytical & Judgement skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Skills for analysis of service, patient /client, organisational and case management issues	4	42
4. Planning & Organisational skills	Plan and organise broad range of complex activities, formulates, adjusts plans or strategies Planning of care co-ordination strategies which impact across the service and sector	4	42
5. Physical Skills	Physical skills obtained through practice; developed physical skills; use of tools/ equipment; highly developed physical skills, accuracy important; manipulation of fine tools or materials Driving, keyboard skills/ skills needing accuracy and/ or speed required for relevant professional practice e.g. IV cannulations, injections	2-3(a) (b)	15-27
6. Responsibility for Patient/client care	Provide highly specialised advice concerning care; accountable for delivery of subdivision of service Delivers highly specialised case management advice to the multi disciplinary team across sectors; accountable for service delivery	6(c) (d)	39
7. Responsibility for Policy/Service development	Responsible for policy implementation & development of a service Develops and implements integrated care policies across primary and acute settings	4	32
8. Responsibility for financial and physical resources	Authorised signatory for financial payments; responsible for the purchase of some physical assets; monitors financial assets Signs off expenses; orders supplies; oversees management of budget	3(a) (b) (c)	21
9. Responsibility for Human Resources	Line manager for a single function or department; responsible for the delivery of training and development programmes Manages own staff, including recruitment, development, performance; devises training packages and teaches other groups of staff.	4(a) (b)	32
10. Responsibility for Information Resources	Record personally generated information Updates patient/client records	1	4
11. Responsibility for research & development	Undertake surveys or audits, as necessary to own work; equipment testing Undertakes audits of complaints, clinical incidents; trials of equipment	1	5
12. Freedom to act	General policies, need to establish interpretation Responsible for establishing how policies should be interpreted	5	45
13. Physical effort	Combination of sitting, standing, walking/frequent light effort for short periods; occasional moderate effort for several short periods Light physical effort/effort required for carrying out clinical duties	1-2 (b)(d)	3-7
14. Mental effort	Frequent concentration, work pattern unpredictable Concentration for writing reports, meetings, patient/client assessment, interruptions to deal with service issues	3(a)	12
15. Emotional effort	Frequent distressing/occasional highly distressing or emotional circumstances Care of the terminally ill, conveys unwelcome news/unexpected deaths	3(a)-(b)	18
16. Working conditions	Occasional /frequent unpleasant; occasional highly unpleasant exposure to unpleasant conditions Conditions related to clinical duties	2(a)-3(a) (b)	7-12
JE Score/Band		Band 8A	558-579